

Supply Chain Policy

Owner: Supply Chain

May 2025



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Purpose of this policy

The purpose of this policy is for Speedy Hire to communicate effectively to all colleagues and suppliers its commitment to obtaining the right products and services for the stated purpose; at the right time, to be delivered to the right place and at the right cost; in an sustainable and ethical manner that balances the overall requirements and best value of Speedy Hire, its employees and Speedy Customers.

For the avoidance of doubt, within the Policy, purchasing means the selection of contractors, suppliers, consultants, agents and dealers to supply specific goods or services for Speedy Hire's internal consumption and including the outward delivery to the Speedy Hire customer. Purchasing includes the negotiation of pricing, terms and conditions of a contract, entering into contracts and the administration and management of such contracts together with any ancillary financing agreement.

We recognise that to be a true partner to our customers and to have the ability to offer industry leading products, services and solutions, means also having a close working relationship with our suppliers. We work with our colleagues, our customers and our suppliers to ensure that sustainability sits at the heart of everything that they and we do.

Sustainable procurement approach

Speedy Hire's sustainable procurement approach aligns with the ISO 20400 Sustainable Procurement guidance standard. We endeavor to use procurement practices that have the most positive environmental, social and economic impacts possible over the entire lifecycle. This includes:

- Being accountable for impacts within Speedy's supply chains and on goods or services.
- Being transparent in our procurement decisions and encouraging suppliers to also be transparent.
- Behave ethically and promote ethical behaviour throughout its supply chains.
- Provide suppliers with a full and fair opportunity to compete.
- Respect, consider and respond to the interest of stakeholders impacted by its procurement activities.
- Respect the rule of law and encourage its suppliers to do the same.
- Respect human rights and fair labour practices.
- Seek and encourage innovative solutions and procurement practices.
- Review demand, by procuring only what is needed and seeking more sustainable alternatives.
- Consider costs and value for money over a life cycle basis.
- Work towards continual improvement and encourage suppliers to do the same.

Speedy Hire are Partners of the Supply Chain Sustainability School. As part of our green skills transition we encourage and support our colleagues and suppliers with training on sustainability.

Speedy's sustainable procurement approach is supported by our [Supplier Code of Conduct](#) and our sustainability strategy, ['Decade to Deliver'](#) which includes the following commitments:

- Making hire even more sustainable:
 - We will work with our people and suppliers to repair and refurbish our products extending their life to reduce their environmental impact.
 - We will work with suppliers to design products that contain recycled materials and can be recycled.
 - We will work with our suppliers to reduce tailpipe carbon emissions through eco technologies such as battery, solar and hydrogen.
 - By 2025 we will align our sustainable procurement approach with the ISO 20400 sustainable supply chain standard meaning all our goods, products and services will be sustainably sourced and uphold fair labour practices.
 - By 2030 all our suppliers will meet our sustainability standard.
 - By 2025 we will increase the awareness and due diligence of modern slavery, forced labour and human rights across our supply chain to protect people from slavery.

- Racing ahead on recycling:
 - We are a zero waste to landfill business with an ambition to achieve a minimum of 85% recycling. We will work with suppliers to remove, reduce and recycle all waste and packaging.
- Reducing water;
 - We will work with our suppliers to reduce water use across our products and services.
- Cutting down on carbon;
 - We will ask our suppliers to join the Net Zero Carbon journey with our key suppliers committing to set their own science-based targets aligned to a 1.5 degrees Celsius pathway by 2025 and our remaining suppliers by 2027.
- Nurturing nature:
 - We will assess the impact of our business and supply chain on nature in line with our nature positive by 2030 roadmap.
- Net zero hire;
 - We will work with our customers and suppliers to calculate and reduce the carbon emissions of the products we hire.
 - We will reduce carbon emissions across our value chain through implementing the PAS 2080 carbon management standard.
- Including everyone;
 - As part of our Diversity, Equity and Inclusion programme we will work with our suppliers to understand the diversity of our supply chain.
 - We will support workforce wellbeing across our supply chain.
 - We encourage our suppliers to pay the Living Wage by 2030.
- Boosting local business and communities
 - Under our social impact programme we will continue to support local businesses such as Small, Medium Enterprises (SMEs) and Voluntary, Community, Social Enterprises (VCSEs) and jobs for local people.

Supply Chain Expectations

We expect our supply chain to commit to the principles outlined within our Supplier Code of Conduct.

Supplier suitability and performance is assessed as part of the procurement process. Suppliers shall evidence compliance with our Sustainability Requirements for Suppliers.

Supplier management and measurement processes are in place to measure and review supplier performance. Suppliers are encouraged to voluntarily communicate issues identified with any products or services supplied to Speedy Hire.

Speedy Hire encourages their supply chain to continually improve through innovation and collaboration.

Issue Control Sheet

Issue Record Sheet		
Issue	Amendment Date	Comment
01	18.08.2025	[Please engage with document author for details of updates]

Document Authors		
Name	Job Title	Date
Angela Tague	Head of Supply Chain (Indirects)	18.08.205

Document Approval		
Name	Job Title	Date
Andy Connor	Group Innovation and Supply Chain Director	18.08.2025

Role	Mandatory	Contingent	Criteria
Policy Owner	Supply Chain Director		
Responsible ¹			
Accountable ²	Supply Chain Director	Senior Supply Chain Manager	Responsible for processes
Sign off			

¹ The 'Responsible' roles are those people who do the work to complete the process

² The 'Accountable' roles are those people who are answerable for the outcomes of the process